

BOARD OF EDUCATION MEETING
AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER
WEDNESDAY, DECEMBER 6, 2023

6:30 P.M.

AGENDA

I. **Call to Order:** In accordance with the provisions of the New Jersey Open Public Meeting Act of 1975, the Audubon Board of Education transmitted notice of this meeting, scheduled at 6:30 P.M. in the Audubon Junior-Senior High School Library Media Center to the Retrospect newspaper and the Borough Clerk and by postings on the Audubon Public School District website and at the Main and the Pine Street entrance of the Junior-Senior High School.

II. **Roll Call**

SY 2021-2023

___ Alison Lipsky

___ Mark Gatti

SY 2022-2024

___ James Blumenstein

___ Allison Cox

___ Andrea Robinson

SY 2023-2025

___ Ammie Davis

___ Stephen Wilson

___ Tara Sullivan-Butrica

SY 2023 Mt. Ephraim Representative

___ Nancy Schiavo

Student Representative to the Board

___ Monica Coller

III. **Authorizing Executive Session:**

WHEREAS, while the Sen. Byron M. Baer Open Public Meetings Act (N.J.S.A. 10:4-12 et seq.) requires all meetings of the **Audubon Board of Education** to be held in public, N.J.S.A. 10:4-12(b) sets forth nine types of matters that may lawfully be discussed in Executive Session," i.e. without the public being permitted to attend; and

WHEREAS, the **Audubon Board of Education** has deemed it necessary to go into closed session to discuss certain matters which are exempted from the Public; and

WHEREAS, the nine exceptions to public meetings set forth in N.J.S.A. 10:4-12(b) are listed below, and next to each exception is a box within which the number of issues to be privately discussed that fall within that exception shall be written, and after each exception is a space where additional information that will disclose as much information about the decision as possible without undermining the purpose of the exception shall be written.

NOW, THEREFORE, BE IT RESOLVED that the **Audubon Board of Education** will go into closed session for the following reason(s) as outlined in N.J.S.A. 10:4-12(b):

Any matter which, by express provision of Federal Law, State Statute or Rule of Court shall be rendered confidential or excluded from discussion in public;

Any matter in which the release of information would impair a right to receive funds from the federal government;

Any material the disclosure of which constitutes an unwarranted invasion of individual privacy such as any records, data, reports, recommendations, or other personal material of any educational, training, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance and similar program or institution operated by a public body pertaining to any specific individual admitted to or served by such institution or program, including but not limited to information relative to the individual's personal and family circumstances, and any material pertaining to admission, discharge, treatment, progress or condition of any individual, unless the individual concerned (or, in the case of a minor or incompetent, his guardian) shall request in writing that the same be disclosed publicly;

Any collective bargaining agreement, or the terms and conditions of which are proposed for inclusion in any collective bargaining agreement, including the negotiation of terms and conditions with employees or representatives of employees of the public body

Any matter involving the purchase lease or acquisition of real property with public funds, the setting of bank rates or investment of public funds where it could adversely affect the public interest if discussion of such matters were disclosed;

Any tactics and techniques utilized in protecting the safety and property of the public provided that their disclosure could impair such protection;

Any investigations of violations or possible violations of the law;

Any pending or anticipated litigation or negotiation in which the public body is or may become a party. Any matters falling within the attorney-client privilege, to the extent that confidentiality is required in order for the attorney to exercise his ethical duties as a lawyer;

Any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public; Specifically the evaluation of the Superintendent

Any deliberation of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the responding party as a result of an act of omission for which the responding party bears responsibility;

WHEREAS, the length of the Executive Session is undetermined; however, the **Audubon Board of Education** will make every attempt to estimate the time of the session prior to convening the session after which the public meeting shall reconvene and the **Audubon Board of Education** will proceed with business.

NOW, THEREFORE, BE IT RESOLVED, that the **Audubon Board of Education** will go into Executive Session for only the above stated reasons;

BE IT FURTHER RESOLVED that the **Audubon Board of Education** hereby declares that its discussion of the aforementioned subject(s) may be made public at a time when the **Audubon Board of Education** attorney advises that the disclosure of the discussion will not detrimentally affect any right, interest or duty of the school district or any other entity with respect to said discussion.

BE IT FURTHER RESOLVED that the **Board of Education**, for the aforementioned reasons, hereby declares that the public is excluded from the portion of the meeting during which the above discussion shall

take place and hereby directs the board secretary to take the appropriate action to effectuate the terms of this resolution.

1. Motion to move the Board of Education, by Resolution, adjourn into Executive Session from which the general public will be excluded to discuss school matters. The results of this session will be made public immediately after or as soon thereafter as a decision is reached.

Motion to Approve: _____ Second: _____

Time: _____ Voice Count: _____

2. Motion to reconvene the Board of Education, by Resolution.

Motion to Approve: _____ Second: _____

Time: _____ Voice Count: _____

IV. Call Meeting to Order

V. Flag Salute

VI. Student Representatives to the Board Report Monica Coller, 12th Grade

VII. Spotlight Program:

THE AUDUBON BOARD OF EDUCATION SPOTLIGHT PROGRAM RECOGNIZES THE FOLLOWING STUDENTS OF THE MONTH FOR NOVEMBER 2023:

**Pre-Kindergarten
Adalyn Calderone**

**Kindergarten
Elliot Massimilla**

**Grade One
Ryder Skala**

**Grade Two
Claire Bryson**

**Grade Three
Nathan Sturgis**

**Grade Four
Gabrielle Giumetti**

**Grade Five
Lucas Kessler**

**Grade Six
Alexandra Perrone**

**Grade Seven
Amanda Drummond**

**Grade Eight
Romina Macko**

**Freshman Class
Ava Lebb**

**Sophomore Class
Anthony Dubon**

**Junior Class
Dennis Caccese**

**Senior Class
Nalyana Lopez**

VIII. District Reports

IX. Superintendent's Report

X. Presentation(s) Recognition of Board Member
Nancy Schiavo Board Member 2018-2023

XI. Approval of Board Minutes:

1. Motion to approve the following minutes:

November 15, 2023 Public Session

November 15, 2023 Executive Session

Motion to Approve: _____ Second: _____

Roll Call

___ Ammie Davis ___ Stephen Wilson ___ Tara Butrica ___ Nancy Schiavo
___ Alison Lipsky ___ Mark Gatti
___ James Blumenstein ___ Allison Cox ___ Andrea Robinson

XII. Participation: (Agenda Items Only)

The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest.

In order to permit the fair and orderly expression of such comment, the Board has set aside two portions of this Board meeting for public comment on any school or school district issue that a member of the public feels may be of interest to the residents of the school district.

For the first portion, public comments are invited on matters pertaining only to the agenda for tonight's meeting. For the second portion, public comments are invited on all matters pertaining to the school district.

Participants should announce their name, address, and any group they may represent, if applicable. The Board reserves the right to limit public discussion. Public discussion of a topic will be limited to fifteen (15) minutes, and individual speakers will be limited to three (3) minutes. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard. Reference bylaws #0167 of the Audubon Public Schools Board of Education Manual.

The Board uses the public comment period as an opportunity to listen to citizen. Not all issues brought to a Board meeting will be resolved at that particular meeting. Complaints stated or actions requested by the public may be taken under advisement by the Board for investigation, discussion, actions, or disposition at a later date or time. The public comments sessions are an opportunity for citizens to share their opinions and remarks with the Board; it is not a question and answer session. The Board may or may not respond to public comments at the time they are made and is under no obligation to do so.

The Board does not endorse public comments nor will the Board be held liable for comments made by members of the public. Any individuals who may be the subject of public comments, including district employees, shall retain all rights against defamation and slander according to the laws of New Jersey.

All motions are voted on by all members unless otherwise marked with a +.

XIII. GOVERNANCE: Chairperson: Mr. Blumenstein – Committee Members: Ms. Lipsky, Mr. Gatti, Mr. Wilson and Alternate: Ms. Robinson

Board of Education Goals

- ❖ To continue to provide equitable access to a rigorous curriculum while focusing on improving student achievement and decreasing the achievement gaps.
- ❖ To maintain a cost-effective budget that provides for educational resources, supports a preventative maintenance program, and encourages and facilitates long-range facility improvements.
- ❖ To foster a positive school climate and culture in order to positively impact student motivation, engagement, and achievement.

1. Motion to approve the second reading and adoption of the following policies and regulations as recommended by the full Governance Committee of the Board.

Policy	Title	New/Revised
2431	Athletic Competition (M)	Revised

Motion to Approve Item(s) 1 through 1: _____ Second: _____

Roll Call

___ Ammie Davis ___ Stephen Wilson ___ Tara Butrica ___ Nancy Schiavo
 ___ Alison Lipsky ___ Mark Gatti
 ___ James Blumenstein ___ Allison Cox ___ Andrea Robinson

XIV. OPERATIONS: Chairperson: Mrs. Cox – Committee Members: Ms. Davis, Ms. Butrica, and Alternate: Mr. Gatti

Board of Education Goals

- ❖ To continue to provide equitable access to a rigorous curriculum while focusing on improving student achievement and decreasing the achievement gaps.
- ❖ To maintain a cost-effective budget that provides for educational resources, supports a preventative maintenance program, and encourages and facilitates long-range facility improvements.
- ❖ To foster a positive school climate and culture in order to positively impact student motivation, engagement, and achievement.

1. Board Secretary's Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of September 2023. The Board Secretary certifies that no line item account has been over expended in violation of N.J.A.C. 6A: 23A – 16.10 (c) 3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

September Board Secretary's Report

2. Revised Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of September 2023. The Cash Reconciliation Report and Secretary's reports are in agreement for the month of September 2023.

September Cash Reconciliation Report

3. Board Secretary in accordance with N.J.A.C. 6A:23A – 16.10 (c) 2 certifies that there are no changes in anticipated revenue amounts or revenue sources.

4. Board of Education Certification – pursuant to N.J.A.C. 6A:23A – 16.10 (c) 4 We certify that after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials, that to the best of our knowledge no major accounts or fund has been over expended in violation of N.J.A.C. 6A:23A – 16.10 (b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

5. Motion to approve line item transfers for the month of September 2023.

September Transfers

6. Motion to acknowledge Safety Drills conducted in the District Schools:

Audubon Park Preschool

November 29, 2023 Fire Drill
November 30, 2023 Secure Drill

Haviland Avenue School

November 20, 2023 Secure Drill
November 29, 2023 Fire Drill

Mansion Avenue School

November 16, 2023 Fire Drill
November 27, 2023 Hold Drill

Audubon Jr./Sr. High School

November 21, 2023 Shelter in Place
November 28, 2023 Fire Drill

7. **Approval of Professional Service Agreements for the 2023-2024 School Year**

WHEREAS, the **Special Education Department** has compiled a list of private providers, qualified to perform professional consultations and services; and

WHEREAS, the **Board**, pursuant to its authority under N.J.S.A. 18A:18A-5(a)(1), may negotiate and award a contract for professional services without the necessity of public advertising for bids and bidding therefor; and

WHEREAS, the **Board** has determined, based upon the recommendation of its **Administration**, that there is a continued need for the professional consultations and services for the 2020/2021 school year and that the award of said contracts will allow for the continued provision of high quality services at a fair and competitive price; and

WHEREAS, the total amount to be paid to any one vendor shall not exceed the rates as listed for the current school year;

NOW, THEREFORE, BE IT RESOLVED by the **Audubon Board of Education**, that the **Board** hereby approves the list of **Approved Private Providers** to perform such professional consultations and services as are determined necessary and prudent by the **Supervisor of Special Education Services** for the 2020/2021 school year; and be it

FURTHER RESOLVED, that the Board authorizes its President and Secretary to execute professional services contracts with Approved Private Providers upon final approval of the form of contracts by the Superintendent of Schools & School Business Administrator and when needed by the School Board Solicitor.

<p>Professional Medical Staffing, LLC Staffing Agreement</p> <p>RN - \$59.00 hourly LPN - \$49.00 hourly</p>
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8. Motion to accept the donation of \$500.00 to Mansion Avenue School from Mr. Michael Callahan, in memory of his wife, Mrs. Charlene Fitzmaurice, to be used to benefit the students of Mansion Avenue School, at the recommendation of the Superintendent of Schools.
9. Motion to accept the anonymous donation of 30 brand new Samsung Chromebooks (\$1,200.00+) to Mansion Avenue School, at the recommendation of the Superintendent of Schools.
10. Motion to approve the advertisement of the Superintendent of School Search by the New Jersey School Boards Association, at the recommendation of the Superintendent of Schools.

Superintendent Search Advertisement

Motion to Approve Item(s) 1 through 10: _____ Second: _____

Roll Call

___ Ammie Davis ___ Stephen Wilson ___ Tara Butrica ___ Nancy Schiavo
 ___ Alison Lipsky ___ Mark Gatti
 ___ James Blumenstein ___ Allison Cox ___ Andrea Robinson

- XV. EDUCATION: Chairperson: Ms. Schiavo - Committee Members: Mr. Blumenstein, Ms. Robinson, Ms. Lipsky and Alternate: TBD**

Board of Education Goals

- ❖ To continue to provide equitable access to a rigorous curriculum while focusing on improving student achievement and decreasing the achievement gaps.
- ❖ To maintain a cost-effective budget that provides for educational resources, supports a preventative maintenance program, and encourages and facilitates long-range facility improvements.
- ❖ To foster a positive school climate and culture in order to positively impact student motivation, engagement, and achievement.

1. Motion to approve the issuance of written decisions affirming the Superintendent’s determination in regard to incident(s) reported at the November 15, 2023 meeting of the Board of Education.

Item	School	Incident Report Number	Board Determination
1	HS	254202	HIB
2	MAS	253459	Not HIB
N/A	HAS	N/A	N/A
N/A	APPS	N/A	N/A

2. + Student Statistics December 1, 2023

Date	Audubon Preschool	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
12/1/23	55	240	323	781	27	1,426
11/1/23	56	241	323	781	19	1,420
12/1/22	55	237	356	777	26	1,451

3. + Motion to approve the following field trip requests for the 2023-2024 school year:

School	Destination of Trip/ Staff in charge	Date	Time(s)	Chaperones & Students	Purpose of Trip	Bus Cost
AHS	Audubon Towers Senior Center R. Hanson- Swinney	12/18/23	Start: 9:30am Return: 11:00am	1 chaperone, 33 students	Singing for seniors at Audubon Towers	\$45.00 Paid by BOE
AHS	Haddonfield High School D. Manskopf	1/4/24	Start: 2:40pm Return: 5:30pm	1 chaperone, 14 students	Academic Challenge	\$110.00 Paid by BOE
AHS	Haddon Twp. High School D. Manskopf	1/17/24	Start: 2:40pm Return: 5:30pm	1 chaperone, 14 students	Academic Challenge	\$110.00 Paid by BOE
AHS	Eastern High School D. Manskopf	2/1/24	Start: 2:40pm Return: 5:30pm	1 chaperone, 14 students	Academic Challenge	\$110.00 Paid by BOE
AHS	Sterling High School D. Manskopf	2/6/24	Start: 2:40pm Return: 5:30pm	1 chaperone, 14 students	Academic Challenge	\$110.00 Paid by BOE
AHS	Triton High School D. Manskopf	2/8/24	Start: 2:40pm Return: 5:30pm	1 chaperone, 14 students	Academic Challenge	\$110.00 Paid by BOE
AHS	Philadelphia Art Museum L. Georgel	3/8/24	Start: 9:15am Return: 2:00pm	3 chaperones, 30 students	To Learn about French Art & experience French Cuisine	\$180.00 Paid by Students

4. + Motion to approve the following use of facilities requests:

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
APPS	OT/PT Room	Scholastic Book Fair	12/6/23 & 12/8/23	11:45m - 1:00pm	Therese Zizak

5. **Approval of Attendance at Conferences and Workshops for the 2023-2024 School Year**

WHEREAS, certain **Audubon Public School District employees** have requested authorization to attend the conference(s)/Workshop(s) listed below, and

WHEREAS, the attendance of each employee at the specified conference/workshop is educationally necessary, fiscally prudent and 1) directly related to and within the scope of the employee's current responsibilities and the **District's Professional Learning Plan**, and 2) critical to the instructional needs of the District or furthers the efficient operation of the District;

NOW, THEREFORE BE IT RESOLVED, that the **Audubon Board of Education** authorizes the attendance of the employees at the specified conferences/workshops listed below, and be it

FURTHER RESOLVED, that the **Board** hereby determines that the estimated expenses related to the authorized travel listed below are justified and

THEREFORE, authorizes payment of any registration fees and statutorily authorized travel expenditures to the designated employees, not to exceed District budgetary limitations and to be in accordance with the provisions of *N.J.S.A. 18A:11-12*, the District's travel policy and procedures, State travel payment guidelines established by the Department of Treasury in NJOMB circular letter 08-13-OMB, and with the guidelines established by the federal Office of Management and Budget:

Participant	Conference Title & Location	Date(s)	Cost
Kate Wilson	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	11/28/23	No Cost
Kelly Angelone	An Overview of the 2023 NJ Student Learning Standards for Math Virtual	12/4/23	No Cost
Kelly Angelone	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	12/14/23	No Cost
Jen Beebe	An Overview of the 2023 NJ Student Learning Standards for Math Virtual	12/4/23	No Cost
Jen Beebe	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	12/14/23	No Cost
Rose Lang	An Overview of the 2023 NJ Student Learning Standards for Math Virtual	12/4/23	No Cost
Rose Lang	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	12/5/23	No Cost
Elizabeth McCurdy	An Overview of the 2023 NJ Student Learning Standards for Math Virtual	12/4/23	No Cost
Elizabeth McCurdy	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	12/14/23	No Cost
Kelly Miller	An Overview of the 2023 NJ Student Learning Standards for Math Virtual	12/4/23	No Cost
Kelly Miller	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	12/14/23	No Cost
Brianna Henderson	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	12/5/23	No Cost
Maddy Meehan	An Overview of the 2023 NJ Student Learning Standards for English Language Arts Virtual	12/14/23	No Cost
Silveria Galvan	Veteran PS Instructional Coach Meeting Trenton, NJ	1/5/24	No Cost Travel
Eric Miller	Association of Threat Assessment Professionals National Conference Lake Buena Vista, FL	2/5/24 - 2/10/24	\$2,352.02 Accommodations & Travel Expenses

6. Motion to approve the following Advanced Algebra Curriculum for the 2023-2024 school year.

Advanced Algebra with Financial Applications

7. Motion to approve 2023-2024 High School Plus Program Agreement reflecting policies and procedures of Camden County College.

High School Plus Program Agreement

8. + Motion to approve the following student(s) from Rowan University for a Clinical Practice experience, at the recommendation of the Superintendent of Schools.

Student	Grade/Subject	Dates	Cooperating Teacher
Amber McNally	Rowan University	Clinical Practice 1 - Spring 2024: 1/16/24 - 4/25/24 Clinical Practice 2 - Fall 2024: 1/3/24 - 12/19/24	Shelly Chester

9. Motion to approve staff member Kaitlyn Armstrong to conduct an observational research project at Mansion Avenue School in semester 2 of the 2023-2024 school year during her lunch/prep time. All Institutional Review Board (IRB) human subjects research will be applied, i.e. parents will be contacted for approval. This project is a completion requirement for her MA as a School Psychologist through Rowan.
10. Motion to approve the following out of district placements for the 2023-2024 school year at the recommendation of Special Services Department.

State ID#	Placement	Tuition \$	ESY \$	Extraordinary Services \$
7030286497	Garden State Pathways (CCC)	7,500.00		
5339527139	Garden State Pathways (CCC)	7,500.00		

Motion to Approve Items 1 through 10: _____ Second: _____

Roll Call

- ___ Ammie Davis ___ Stephen Wilson ___ Tara Butrica ___ Nancy Schiavo
 ___ Alison Lipsky ___ Mark Gatti
 ___ James Blumenstein ___ Allison Cox ___ Andrea Robinson

- XVI. HUMAN RESOURCES: Chairperson: Mrs. Davis - Committee Members: Ms. Cox, Mrs. Schiavo, Ms. Butrica and Alternate: Mr. Wilson**

Board of Education Goals

- ❖ To continue to provide equitable access to a rigorous curriculum while focusing on improving student achievement and decreasing the achievement gaps.
- ❖ To maintain a cost-effective budget that provides for educational resources, supports a preventative maintenance program, and encourages and facilitates long-range facility improvements.
- ❖ To foster a positive school climate and culture in order to positively impact student motivation, engagement, and achievement.

1. + Motion to approve Dawn Garian as a part time Special Education one on one Aide at Audubon Park Preschool, Step 1, \$17.00 per hour, not to include benefits, effective December 4, 2023, pending the

completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of schools.

2. Motion to approve the long-term (FTE 1.0) Substitute School Counselor agreement for Beth Sokolic at the Audubon Jr./Sr. High Avenue School, effective January 2, 2024 through June 14, 2024 at \$270.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.
- 3.+ Motion to approve the Part-Time Evening Custodian contract for Aeriall Watkins, at Haviland Avenue School, effective January 2, 2024 for the 2023-2024 school year, in accordance with the negotiated 2021-2024 contract between the Audubon Board of Education and the Audubon Education Association at Step 2, FTE 0.625, 5 hours per day, 25 hours/week, no benefits at the recommendation of the Superintendent of Schools.
4. + Motion to revise the long-term Substitute Secretary to the Principal agreement for Rachel Coombs, at Haviland Avenue School, effective December 9, 2023 through January 19, 2024, FTE 1.0, at Step 1, no benefits; time worked does not count towards the acquisition of tenure, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, as recommended by the Superintendent of Schools.
5. + Motion to revise a request from employee #NS034, to invoke the Federal Family Medical Leave Act, effective October 16, 2023 through January 9, 2023.

October 16, 2023 through January 9, 2023	Federal FMLA (12 weeks)
October 16, 2023 through December 14, 2023	Paid Leave (38.5 days)
December 15, 2023 through January 9, 2024	Unpaid Leave (13.5 days)
6. Motion to approve a request from employee #1626, to take Family and Medical Leave of Absence, effective January 29, 2024 to March 22, 2024, at the recommendation of the Superintendent of Schools.

January 29, 2024 through March 22, 2024	Federal FMLA (8 weeks)
January 29, 2024 through March 22, 2024	Unpaid Leave
7. + Motion to approve a request from employee #1157, to take Family and Medical Leave of Absence, effective January 2, 2024 to April 8, 2024, at the recommendation of the Superintendent of Schools.

January 2, 2024 through March 26, 2024	Federal FMLA (12 weeks)
January 2, 2024 through March 26, 2024	Paid Leave
March 27, 2024 through April 8, 2024	Extended Paid Leave
8. + Motion to approve a request from employee #41, to take Family and Medical Leave of Absence, effective October 25, 2023 to January 24, 2024, at the recommendation of the Superintendent of Schools.

October 25, 2023 through January 24, 2024	Federal FMLA (12 weeks)
October 25, 2023 through January 24, 2024	Paid Leave
9. + Motion to approve a request from employee #189, to take Family and Medical Leave of Absence, effective January 2, 2024 to May 3, 2024, at the recommendation of the Superintendent of Schools.

January 2, 2024 through March 26, 2024	Federal FMLA (12 weeks)
January 2, 2024 through March 26, 2024	Paid Leave (58 days)
March 27 through May 3, 2024	Extended Paid Leave (23 days)

- 10. + Motion to approve the paid administrative leave for employee # 1653 from November 22, 2023 through December 5, 2023, at the recommendation of the Superintendent of Schools.
- 11. + Motion to accept the notice of resignation from Joseph Keyek, Maintenance Mechanic for the District, effective December 31, 2023.
- 12. + Motion to accept the notice of resignation from Bridget Bialecki, Special Education Teacher at Mansion Avenue School, effective January 16, 2023.
- 13. + Motion to accept the notice of resignation from Ellen Trombetta, part-time Basic Skills Teacher at Haviland Avenue School, effective January 26, 2023.
- 14. + Motion to approve the prorated overload for Bridget Garrity-Bantle at the Audubon Jr. /Sr. High School from to November 7, 2023 through December 1, 2023 at the contractual rate of \$21.51 per day, with executed timesheet, at the recommendation of the Superintendent of Schools.
- 15. + Motion to approve the prorated overload for John Walsh at the Audubon Jr. /Sr. High School from to December 4, 2023 through June 14, 2024 at the contractual rate of \$21.51 per day (\$2,688.75), at the recommendation of the Superintendent of Schools.
- 16. Motion to approve the following as district substitute teachers, secretaries, and custodians for the 2023-2024 school year, on an emergent basis, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.

Lisa Principato - Substitute Teacher
 Rachel Coombs - Substitute Teacher

- 17. Motion to abolish the Audubon Junior-Senior High School position of Teacher of Industrial Arts as of August 30, 2023 at the recommendation of the Superintendent of Schools.
- 18. + Motion to approve Mansion Avenue School nurse, Kayla Cain, as a MAS evening activity chaperone as needed for the 2023-2024 school year, at the rate of \$30.00/hour not to exceed a total of \$1,000.00 for all chaperones, with executed timesheets, at the recommendation of the Superintendent of Schools.
- 19. Motion to approve Shawn Agnew to serve as clock and/or security personnel for basketball games and wrestling matches for the 2023-2024 winter sports season, at a rate of \$40.00 per home event with prior administrative approval and executed time sheets as per the negotiated agreement at the recommendation of the Superintendent of Schools.
- 20. Motion to approve any paid employee including but not limited to administrative assistants, buildings/grounds/, certificated staff, coach, co-curricular lead, maintenance/custodian, paraprofessional, and/or substitute to serve as announcer, chain-crew, clock and public announcement, detention proctor, ticket-taker, and/or sport security with prior administrative approval, at the recommendation of the Superintendent of Schools.
- 21.+ Motion to rescind the following mentor for the 2023-2024 school year; the novice teacher will compensate the mentor as per state regulations, at the recommendation of the Superintendent of Schools.

Novice Teacher	School	Mentor	Date	Amount
Ceili O'Donnell	Audubon Preschool	Silveria Galvan	8/30/23 - 12/13/23	\$275.00

- 22. + Motion to approve the following mentor for the 2023-2024 school year; the novice teacher will compensate the mentor as per state regulations, at the recommendation of the Superintendent of Schools.

Novice Teacher	School	Mentor	Date	Amount
Ceili O'Donnell	Audubon Preschool	Silveria Galvan	8/30/23 - 6/15/24	\$550.00

23. Motion to approve the following Audubon Jr-Sr High School Musical assistant positions for the 2023-2024 school year pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements at the recommendation of the Superintendent of Schools:

Name	Position	Amount Paid
Achilles Inverso	Choreographer	\$1,800.00
Jonathan Rose	Music Director	\$2,500.00
Armando Mendez	Costume Designer	\$1,800.00
Jeremy Strong	Accompanist	\$2,000.00
DFX Sound Vision	Lights & Sound	\$10,000.00
Will Bryant	Set Design/Build	\$2,500.00

24. Motion to approve the following volunteer (un-paid) Audubon Jr-Sr High School Musical assistant positions for the 2023-2024 school year pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements at the recommendation of the Superintendent of Schools:

Name	Sport/Activity
Sam Tait	Production Assistant
Sue Cain	Production Assistant
Sue Moore	Production Assistant

25. **Motion to approve the following Resolution Recognizing Nancy Schiavo, Board of Education Member.**

WHEREAS, Nancy Schiavo, has rendered dedicated service to the public-school students and to the community of Audubon, and

WHEREAS, Nancy Schiavo, has most recently served as a Member of the Audubon Public Schools Board of Education since 2018, and

WHEREAS, Nancy Schiavo in her years of service to the Audubon Public School District has shown dedication to the artistic, educational, emotional, physical, and social needs of the students,

THEREFORE, BE IT RESOLVED, by the members of the Board of Education of Audubon Public Schools that we do acknowledge with sincere gratitude and appreciation, the contributions that Ms. Nancy Schiavo has offered to the School District of Audubon, New Jersey;

BE IT FURTHER RESOLVED, that this Resolution be read into the Minutes of the Board of Education in the Borough of Audubon and a copy of the Resolution be delivered to Ms. Nancy Schiavo.

Motion to Approve Items 1 through 25: _____ Second: _____

Roll Call

___ Ammie Davis ___ Stephen Wilson ___ Tara Butrica ___ Nancy Schiavo
 ___ Alison Lipsky
 ___ James Blumenstein ___ Allison Cox ___ Andrea Robinson

XVII. REPORTS:

XVIII. HIB District Report

December 2023	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total

AHS	0	0	0
MAS	0	#254513	1
HAS	0	0	0
APPS	0	0	0

XIX. Special Program Representatives:

- A. CCEC Rep. Rotation: **TBD**
- B. CCSBA Rep. Rotation: **Ammie Davis**
- C. Audubon Education Foundation:
- D. Audubon Board of Education Community Outreach: **Andrea Robinson**
- E. Audubon/Mt. Ephraim Ad-Hoc:
- F. Board Member Orientation Committee:

XX. Board Member Comments

XXI. Public Participation: (Open Discussion)

The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest.

In order to permit the fair and orderly expression of such comment, the Board has set aside two portions of this Board meeting for public comment on any school or school district issue that a member of the public feels may be of interest to the residents of the school district.

For the first portion, public comments are invited on matters pertaining only to the agenda for tonight's meeting. For the second portion, public comments are invited on all matters pertaining to the school district.

Participants should announce their name, address, and any group they may represent, if applicable. The Board reserves the right to limit public discussion. Public discussion of a topic will be limited to fifteen (15) minutes, and individual speakers will be limited to three (3) minutes. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard. Reference bylaws #0167 of the Audubon Public Schools Board of Education Policy Manual.

The Board uses the public comment period as an opportunity to listen to citizen. Not all issues brought to a Board meeting will be resolved at that particular meeting. Complaints stated or actions requested by the public may be taken under advisement by the Board for investigation, discussion, actions, or disposition at a later date or time. The public comments sessions are an opportunity for citizens to share their opinions and remarks with the Board; it is not a question and answer session. The Board may or may not respond to public comments at the time they are made and is under no obligation to do so.

The Board does not endorse public comments nor will the Board be held liable for comments made by members of the public. Any individuals who may be the subject of public comments, including district employees, shall retain all rights against defamation and slander according to the laws of New Jersey.

XXII. Executive Session

1. Motion to move the Board of Education, by Resolution, adjourn into Executive Session from which the general public will be excluded to discuss school matters. The results of this session will be made public immediately after or as soon thereafter as a decision is reached. Action **may/may** not be taken.

Motion to Approve: _____ Second: _____

Time: _____ Voice Count: _____

2. Motion to reconvene the Board of Education, by Resolution.

Motion to Approve: _____ Second: _____

Time: _____ Voice Count: _____

XXIII. ADJOURNMENT

1. The next meeting of the Board of Education for the Reorganization is scheduled for Wednesday, January 3, 2024 at 7:00 pm in the Audubon Junior-Senior High School Media Center.
2. Motion to adjourn meeting at approximately _____ pm.

Motion to Approve: _____ Second: _____

Roll Call

___ Ammie Davis ___ Stephen Wilson ___ Tara Butrica ___ Nancy Schiavo
___ Alison Lipsky ___ Mark Gatti
___ James Blumenstein ___ Allison Cox ___ Andrea Robinson

The Audubon Board of Education reserves the right to add and/or delete motions or make changes to motions in this agenda up to the time of the meeting and during the actual meeting.